

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Reclamation: BOR (and below)

For 1st Quarter 2020 for period ending December 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	40	47	34	47	37	10
Number of Complainants	39	42	31	46	37	10
Repeat Filers	1	3	2	1	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	8	11	9	14	8	2
Color	3	8	8	3	1	1
Religion	2	3	1	4	1	1
Reprisal	29	30	20	26	15	6
Sex	12	21	13	19	11	1
PDA	0	1	0	0	0	0

National Origin	6	5	3	5	6	1
Equal Pay Act	0	1	0	1	0	0
Age	17	24	15	15	19	5
Disability	23	25	18	8	7	4
Genetics	0	0	0	0	0	0
Non-EEO	0	1	3	6	3	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Appointment/Hire	3	3	2	5	6	1
Assignment of Duties	3	7	2	8	6	1
Awards	0	0	1	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	2	0	1	0	1	0
Reprimand	2	4	2	0	3	0
Suspension	3	3	2	0	2	0
Removal	1	0	0	1	0	0
Other	0	0	0	0	0	1
Duty Hours	0	0	0	0	1	0
Perf. Eval./ Appraisal	8	8	2	1	2	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	23	27	17	21	18	6

Sexual	0	3	0	1	0	0
Medical Examination	2	0	0	0	0	0
Pay including overtime	0	2	1	0	0	0
Promotion/Non-Selection	2	9	8	7	2	0
Reassignment						
Denied	0	0	0	0	1	0
Directed	2	0	1	0	0	1
Reasonable Accommodation Disability	4	13	5	3	1	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	1	0	0	0	0
Sex-Stereotyping	0	0	0	1	0	0
Telework	0	1	1	1	1	0
Termination	3	6	2	1	3	0
Terms/Conditions of Employment	7	4	4	3	5	2
Time and Attendance	4	5	3	2	2	1
Training	1	3	2	1	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Complaints pending during fiscal year						
Average number of days in investigation	212.76	194.60	211.05	326.04	326.59	326.31
Average number of days in final action	46.75	53.18	58.22	154.50	109.42	29.50
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	205.30	192.67	211.07	341.08	333.06	262.86
Average number of days in final action	27.50	25.00	22.50	60.00	61.50	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	229.90	198.75	211.75	306.50	315.83	375.67
Average number of days in final action	56.38	67.36	101.75	173.40	131.54	29.50
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	4	3	8	3	6	2
Average days pending prior to dismissal	181.5	73.67	96.5	126.33	544.83	92.5
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	3	2	0	3	5	0

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[illegible]

[illegible]

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	35	21	35	38	38	67
Total Complainants	32	20	31	35	36	63
Number complaints pending						
Investigation	0	0	5	4	6	17
ROI issued, pending Complainant's action	0	0	0	0	2	2
Hearing	33	21	29	33	28	39
Final Agency Action	1	0	3	4	3	9
Appeal with EEOC Office of Federal Operations	15	33	9	4	2	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	1	2	14	11	6	7